

DEPARTMENT OF HOMELAND SECURITY  
 Federal Emergency Management Agency  
**Semi-Annual Performance Report**  
 OMB No.: 1660-0054

**Staffing for Adequate Fire and Emergency Response (SAFER) Recruitment and Retention Performance Progress Report**

Recipient Name:	
DUNS/UEI:	
City:	
State:	
Zip Code:	
Grant ID#:	
Name of Person Completing the Form:	

**Question**

(1) How many operational volunteer firefighters have joined your department, during this reporting period? (Note: Your answer should reflect the cumulative total of NEW operational firefighters that have joined your department during this reporting period. If you have new recruits who are not yet qualified to participate in firefighting activities but are in training, those individuals may be counted in this number).

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Question**

(2) How many operational volunteer firefighters have joined your department, as a result of this SAFER grant, **since the date of award**? (Note: Your answer should be a net number for your department. If a previously reported member is no longer volunteering as an operational firefighter, they should not be included in this number. This question measures the net increase in NEW operational volunteer (all but fully paid) firefighters that have joined the departmentsince the grant was awarded).

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Question**

(3) **Fire Departments Only:** What is the total active operational staffing level (SAFER and non-SAFER members) as of the end of the quarter covered in this report?

**Regional fire department grants should answer this question based on all fire departments participating in this grant award.**

**Question**

(4) **Fire Departments Only:** If any volunteer firefighters SAFER and non-SAFER have left the department since your last report please provide the number that left and their reasons for leaving the department.

**Regional fire department grants should answer this question based on all fire departments participating in this grant award.**

**Explanation**

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**Question**

(5) Did the department/organization meet the recruitment and/or retention goals during this reporting period? If no, please provide details on which goals were not met, why they were not met, and what changes that will be made to reach the grant goals.

Yes No

**Explanation**

**Question**

(6) Please describe the impact this grant is having on the department/organization's implementation plan to address the problems/issues identified in the grant application narrative. The report must provide specific information on the progress towards grant completion to include milestones achieved, procurements status, timeline for bid specifications and anticipated delivery dates by discussing the following points:

- Which grant awarded/approved items/activities have been put into place to date to help you reach your goals?
- Which grant items/activities are working, and in what way? Are there grant items/activities that are not working?
- Has there been any deviation, or are there plans to deviate, from the procurement strategy for items/activities outlined in your original application?
- What goals do you plan to accomplish in the next six months?

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Explanation**

**Question**

(7) How are the SAFER-recruited volunteer firefighter(s) being utilized in the fire department and community?

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Explanation**

**Question**

(8) What benefits are the new volunteer firefighters and/or retention of current volunteer firefighters providing for the fire department and community?

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Explanation**

**Question**

(9) How have your department's response capabilities changed since the award of the SAFER grant? If applicable provide examples of improvements the department is making in meeting NFPA 1710 or 1720 compliance. (Note: Compare your response times before the SAFER grant [and as indicated in the Impact on Daily Operations portion of your application narrative] to your average response times now. How does this compare to your goals for the SAFER grant?)

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Explanation**

**Question**

(10) How has the average number of volunteer firefighters that respond to emergencies improved as a result of this SAFER grant? (Note: Compare the number of volunteers that responded to emergencies prior to the SAFER grant to the number that assemble now. How does this compare to your goals for the SAFER grant?)

**Regional fire department grants and Interest Organizations should answer this question based on all fire departments participating in this grant award.**

**Explanation**

**Question**

(11) **Interest Organizations Only:** How is the organization evaluating or how do you plan to evaluate the effectiveness of your recruitment and/or retention efforts, and how you are progressing in meeting those expectations.

**Explanation**

**Question**

(12) Does the department/organization need additional technical assistance from FEMA or foresee any obstacles in executing the grant within the period of performance? If yes, please provide details on the technical assistance needs and explain any obstacles being encountered. Examples of obstacles include, but are not limited to:

- Procurement delays
  - Delays in delivery of items/equipment from vendor(s)
  - Unable to find eligibility determination of certain items or equipment
  - Lower than expected response to grant awarded activities
  - Inability to hire awarded positions (SAFER awards).
- Yes    No

**Explanation**

**Question**

(13) Are there other comments regarding your grant you would like us to know?  
Yes    No

**Explanation**